



DEPARTMENT OF EDUCATION

Townsend Building
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PUBLIC MEETING: DPAS-II Advisory Committee Meeting

MEETING DATE AND TIME: Wednesday, February 23, 2017 – 11:00 am

PLACE: Delaware Department of Education

401 Federal Street, Dover, DE 19901 - 2nd Floor Cabinet Room

Meeting Minutes

MEMBERS PRESENT

Sherry Antonetti
Matthew Burrows
Dr. Cecil Clark
Susan Frampton
Representative Earl Jaques, Jr.
Jill League
Jennifer Smith, Chair
Senator David Sokola
David Tull
TJ Vari, Co-Chair
Donna Johnson, State Board of Education Ex-Officio Non-Voting Member
Laura Schneider, DDOE Representative Non-Voting Member
Kimberly Rodriguez, DDOE Administrative support

MEMBERS ABSENT

Susan Bunting
Suzette Marine
Max Rodriguez
Meghan Wallace

PUBLIC

Seher Ahmad, DDOE
Kelley Brake, DDOE
Tammy Croce, DASA
Raifu Durodoye, DDOE
Melissa Oates, DDOE
Maria Stecker, DDOE
Deborah Stevens, DSEA



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1. Call to Order

The meeting was called to order at 11:00 a.m.

2. Pledge of Allegiance

3. Chair/Vice-Chair Designation

Jennifer Smith commented that currently there is nothing in policy to designate a Chair or Co-Chair when there is a change and asked the committee how they would like to proceed?

A comment was made that the Co-Chair would act as the Chair until filled and the meetings could go forth with the Co-Chair or vote in a new Chair.

A nomination was made to move Jennifer Smith from Co-Chair to Chair and nominated TJ Vari as Co-Chair by Representative Jaques and seconded by David Tull. **The motion passed.**

4. Approval of February 23, 2017 Agenda

A motion was made by Jill League to adjust the date from February 9, 2017 to February 23, 2017 and seconded by Susan Frampton. **The motion passed.**

Jill League motioned to approve as modified and Susan Frampton seconded. **The motion passed.**

- A motion was made to change #4 agenda item from February 9th to February 23rd by Jill League and seconded by Susan Frampton. **The motion passed.**
- Motion was made to approve the agenda as modified by Susan Frampton and Seconded by Jill League. **The motion passed.**

5. Approval of Minutes from September 29, 2016 - Revised.

A motion was made to approve the September 29, 2016 revised minutes by Representative Jaques and seconded by David Tull. Abstention on the motion by Matt Burrows and Cecil Clark. **The motion passed.**

6. Approval of Minutes from December 7, 2016.

- A motion was made by David Tull and seconded by Representative Jaques. Abstention on the motion by Matt Burrows and Cecil Clark. **The motion passed.**

7. Component V Improvement Plans - DOE

Seher Ahmad who works with the Analytics team and the DPAS point person from the Department of Education showed a slide presentation for Component V that shows that 1.6% of Delaware Educators received an unsatisfactory rating on the student improvement component and showed the breakdown of group 1, 2 and 3 educators which equals to approximately 130 educators.

- A question was asked if 20115 and 2016 Measure A counted.
- Laura Schneider gave clarification for Measure A and B.
- Jill League commented that she feels that they are still measuring two different things.
- TJ Vari asked Laura Schneider to outline Component V.
- Laura mentioned that in order to get an overall unsatisfactory rating they would have needed to: (1) not meet satisfactory or exceeds goal setting that happened in the fall for one or (2) they would have needed to be unsatisfactory and satisfactory. Laura also mentioned that she would work with Bloomboard to get some data.
- Jill league would like to look at district a/b/c/d across the State and wanted to know if there is one District that the data is heavily coming from, or is this a statewide issue? Jill would like to see the breakdown of the 1.66 percentage of people in the districts.
- TJ Vari asked if someone goes on an improvement plan, wouldn't you want to know how many people are on an improvement plan and how many have unsatisfactory ratings in Component 1?
- Representative Jaques asked if there are any repeats, and are we failing someone by not giving them an improvement plan?
- Matt Burrows commented that a State level a form might be needed with a check box to indicate if a person is on or not on an improvement plan.
- A comment was made that many people are getting an unsatisfactory but not getting an improvement plan.
- Comments were made that Administrators may need help in writing improvement plans.
- A question was asked if Component 4 or 5 doing what it should be doing.

8. Summative Timeline for Group 1 Educators

Laura Schneider mentioned that information was sent out to Chiefs and Principals and in some case's the Summative Measure A data does not come back before the teacher leaves the building for the year and in those cases the teacher will get the summative rating when they return in the fall. Hoping that over the course of time the timeline will get better. This depends on the timeline that the teacher takes the testing assessment. The testing window closes June 1. Most teachers are not waiting until May 30th to test. Some of the data will return but not all. Laura mentioned that there is a plan in place to help the teachers get their ratings.

9. RFP – HB 399

Laura commented that we need to make a motion about what the committee wants to do with the RFP. The committee also talked about not doing an RFP during a time with budget considerations. The DPAS II Advisory Committee is heavily involved in this process and talked about the need to not have an RFP.

Representative Jaques made a motion that the committee not do an RFP until we have a school who is in the pilot program and Matt Burrows seconded the motion.

Laura mentioned that the DPAS Committee would need to be involved in developing, reviewing and proving the RFP.

Many comments were made about the timing of the RFP and a short timeline since the due date would be June 2018.

Donna Johnson made a comment to the DPAS II Advisory Committee that as you look at the question in the language of the section the question is would the body be able to waive what is there in Delaware Laws or if the body could make a recommendation to reach out to the Legislatures to revise the section. Donna is not certain that the body could not waive what is there but could make a motion to request the Legislatures to make changes to the section in the regulation.

A motion was made by Representative Jaques and seconded by Matthew Burrows to make a recommendation to the Department of Education to not have the RFP.

Tammy Croce from DASA commented that the Department shall provide a report to the General Assembly and the DPAS Advisory Committee. The Department is providing the report to two bodies (General Assembly and DAPS Advisory Committee).

Laura mentioned that she cannot provide a report without the RFP and mentioned that there is no RFP in place.

TJ Vari mentioned that he does not want the report and the committee may need to look at the effectiveness and not need the performance systems for the teachers. TJ does not feel that money needs to be spent on the system at this time.

Deborah Stevens from DSEA mentioned that if this body approves or goes forth with the development of the RFP and the content mentioned does not get thumbs up or down for the report, the department would need to move to have the piece of the law changed.

A recommendation was made by Representative Jaques and seconded by Jill League to table the RFP discussion until the General Assembly discusses the RFP with the Secretary of Education.

The motion passed.

10. Component 4 Forms

Laura Schneider mentioned that the form is what comes from the DPAS teachers and the form is what the user sees on Bloomboard. The form states optional in case the LEA wants to waive one of the criteria. The form is not optional for an individual user, only an LEA.

TJ Vari mentioned that as a principal never uses the Component 4 form however, the teachers could use it if they wanted to. TJ guides his Principals not to use the form unless they feel passionately about using it. He does not believe that the Component 4 form and the questions on it are aligned enough to tag evidence appropriately in either one of the systems to the criteria and feels that it could be simplified. The form needs revision.

Comments were made that you do not need to address every area on Component 4 every time, however some district are requiring it. Comments were also mentioned about observing the form vs discussable. Administrators are not observing whether announced or unannounced. Comments were also made that the form is becoming a list of what am I doing in certain areas and uses it on the evaluation but never gets used in the session.

Donna Johnson commented that additional training may need to be made available for the administrators.

TJ mentioned that he feels the form should be made simple so the teacher can use the rubric language to describe their behaviors. The form does not match. The form also needs to be more explicit that gives a gray area so the teacher could do it or not. He wants to use this effectively to grow educators and not for only compliance.

Recommendations were made to change the Component 4 form.



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Laura Schneider mentioned that she could put a committee together to make changes but feels that everyone needs to think about what to charge the committee to do first.

The Component 4 form is postponed until the next meeting.

11. Other Business – Discussion/Notification Only

1. Jennifer Smith mentioned that the next meeting needs to happen sooner due to Regulation 106a / 107a - Summative Evaluation Ratings, Section 6.0. The rating levels and chart needs to be changed in time for the State Board to have time to discuss it and prior to being sent in for publication. (Set for end of March and a second one the beginning of April).
2. Expectations form, the definition, and the definition within the guide of the expectations vs. improvement. Three are issues across the state where the expectations are done without the teachers input and holds a similar weight to an improvement plan. The language in the guide does not allow for teacher input within the expectations.
3. Revisit Component V
4. RFP HB399
5. Component IV
6. Changes to 106a / 107a

12. Public Comment

None

13. Adjournment

The meeting adjourned at 12:59 p.m.